



Australian Bureau of Statistics

6209.0 - Labour Mobility, Australia, Feb 2008

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Summary

Main Features

NOTES

ABOUT THIS PUBLICATION

This publication presents information about people aged 15 years and over who, within the 12 months to February 2008, either had a change of employer/business in their main job, or had some change in work with their current employer/business for whom they had worked for one year or more.

The statistics in this publication were compiled from the Labour Mobility Survey, conducted throughout Australia in February 2008 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

NOTES ABOUT THE ESTIMATES

From 2008, occupation data are classified according to the [ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, 2006](#) (cat. no. 1220.0). The new classification replaces the [ASCO - Australian Standard Classification of Occupations, Second Edition, 1997](#) (cat. no. 1220.0). Data classified according to the ASCO can be obtained on request.

Also from 2008, industry data are classified according to the [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), 2006](#) (cat. no. 1292.0). This new classification replaces the [Australian and New Zealand Standard Industrial Classification](#) (ANZSIC), 1993 (cat. no. 1292.0). Data classified according to the ANZSIC 1993 can be obtained on request.

CHANGES IN THIS ISSUE

The presentation of time series data has been redesigned in this issue to account for the age scope change to persons aged 15 years and over implemented in 2006 and the introduction of ANZSCO First Edition and ANZSIC 2006 classifications. Users need to exercise care when comparing estimates from 2008 with previous years data.

Amendments have been made to the labels of all 'Whether changed occupation' and 'Whether changed industry' data items. New items have also been introduced to improve clarification and consistency. More details of these changes are provided in paragraphs 17

to 22 of the Explanatory Notes.

The Relative Standard Errors (RSEs) for estimates presented in this publication have been calculated directly. In previous issues RSEs were modelled. See the Technical Note for more information.

ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Market Section on Canberra (02) 6252 7206.

Summary of Findings

SUMMARY OF FINDINGS

OVERVIEW

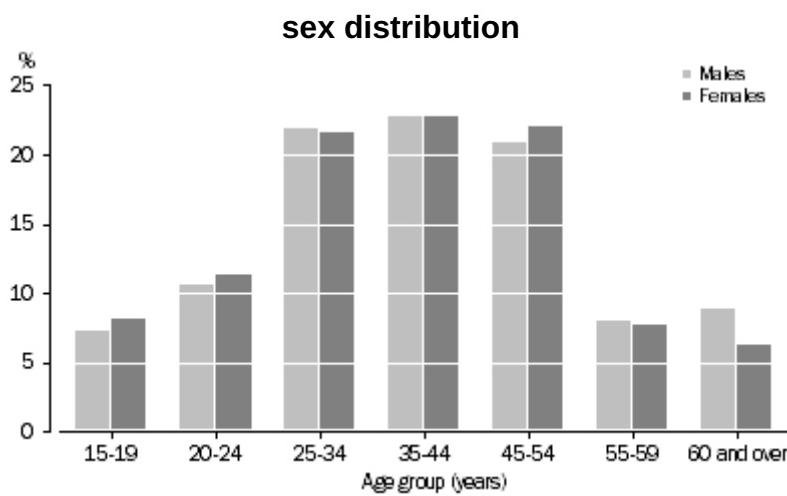
An estimated 11.3 million people aged 15 years and over had worked at some time during the year ending February 2008, whilst 10.5 million were working at February 2008. Of the 10.5 million who were working at February 2008, 78% had been with their current employer/business for one year or more and 22% had been with their current employer/business for less than 12 months.

Overall, there were 1.2 million people (12% of people working at February 2008) who had changed their employer/business in the previous 12 months. Conversely, there were 9.3 million people (88% of people working at February 2008) who had not changed their employer/business in the last 12 months. This consisted of 1.1 million who were working with their employer/business at February 2008 for less than 12 months and reported they had not changed employer/business, and 8.2 million people who had worked with their employer/business at February 2008 for one year or more. This is similar to 2006, where there were 9.9 million people working at February 2006, and 12% of these had changed their employer/business in the previous 12 months, while 88% had not changed their employer/business.

PEOPLE WHO WORKED AT SOME TIME DURING THE YEAR

Of the 11.3 million people who had worked at some time during the year ending February 2008, 54% (6.1 million) were men and 46% (5.2 million) were women. The majority (66%) were aged between 25 and 54 years.

Persons who worked at some time during the year ending February 2008, Age and



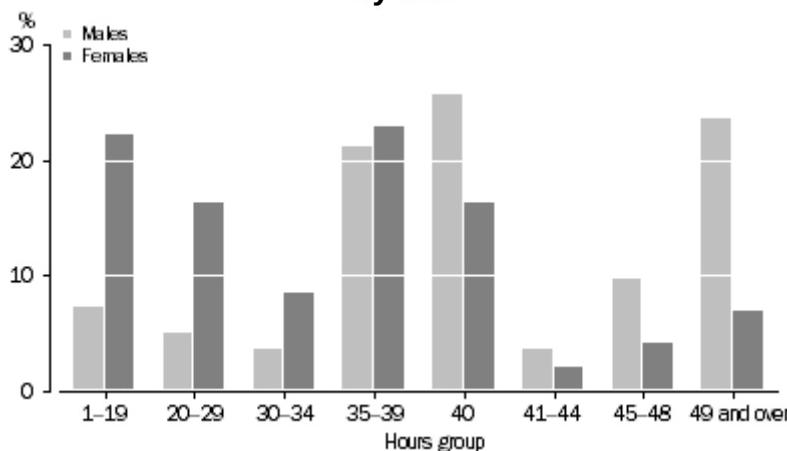
The distribution of age groups for people who had worked at some time during the year was similar for men and women. The most prevalent age groups being 35-44 years (representing 23% of men and 23% of women who worked at some time during the year ending February 2008), 25-34 years (22% of men and 22% of women) and 45-54 years (21% of men and 22% of women).

An estimated 18% (2 million people) of those who worked at some time during the year ending February 2008 had ceased a job during the year. Of these, there were 611,000 (30%) who had ceased a job involuntarily (job losers) and 1.4 million people (70%) who had ceased a job voluntarily (job leavers). One quarter (24%) of job leavers ceased their last job due to unsatisfactory working conditions.

PEOPLE WORKING AT FEBRUARY 2008

There were 10.5 million people aged 15 years and over who were working at February 2008.

Persons who were working at February 2008, Usual hours worked at February 2008 - By sex

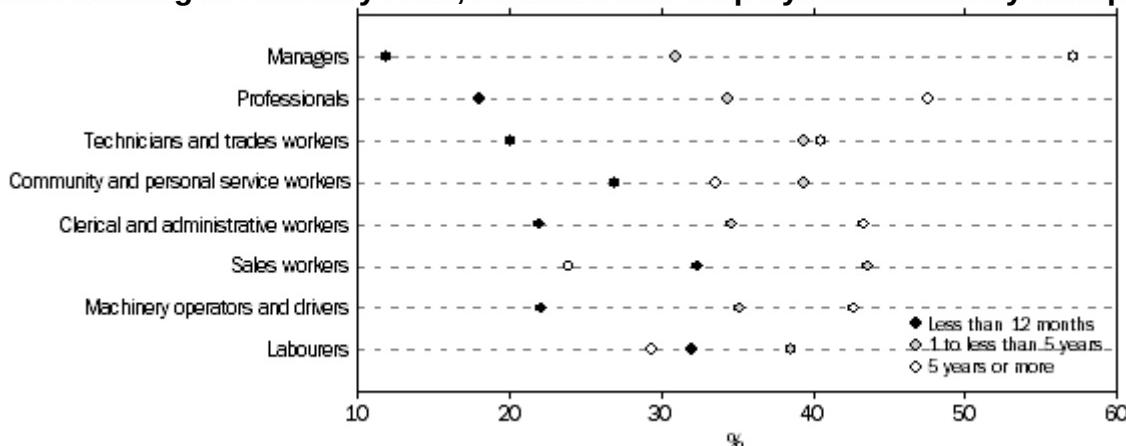


Of those working at February 2008, there were proportionally more women who worked part-time (less than 35 hours per week) and more men who worked 40 hours or more. For example 7% of men who were working at February 2008, worked 1-19 hours, compared to over 22% of women. Conversely, 7% of women who were working at February 2008 worked 49 hours or more, compared to 24% of men.

Duration with employer/business

There were 2.3 million people working at February 2008 who had been with their employer/business for less than 12 months, while 8.2 million people had been working with the same employer/business for one year or more.

Persons working at February 2008, Duration with employer/business by occupation



Of those working at February 2008, the occupation groups with the highest proportion of people who had been with their employer/business for less than 12 months were Labourers (32%) and Sales workers (32%). The occupation group with the highest proportion of people who had been with their employer/business for one to less than five years was Sales workers (44%). The occupation group with the highest proportion of people who had been with their employer/business for five years or more were Managers (57%), followed by Professionals (48%). Conversely, the occupation group with the lowest proportion of people who had been with their employer/business for five years or more was Sales workers (24%).

There were 2.5 million people who were working at February 2008 and had been with their current employer/business for 10 years or more. This represents 27% of men and 21% of women who were working at February 2008. Industry groups with the highest proportion of people who had been with their current employer/business for 10 years or more were:

- 'Agriculture, forestry and fishing' (53%)
- 'Education and training' (35%)
- 'Public administration and safety' (34%)
- 'Electricity, gas, water and waste services' (34%).

Working at February 2008 and have been with current employer/business for less than 12 months

There were 2.3 million people working at February 2008 who had been with their current employer for less than 12 months. The main characteristics for these people were:

- 26% were aged 25-34 years
- 52% were men
- 17% were Professionals, 16% were Labourers and 16% were Clerical and administrative workers
- 14% worked in the 'Retail trade' industry and 9% worked in the 'Health care and social

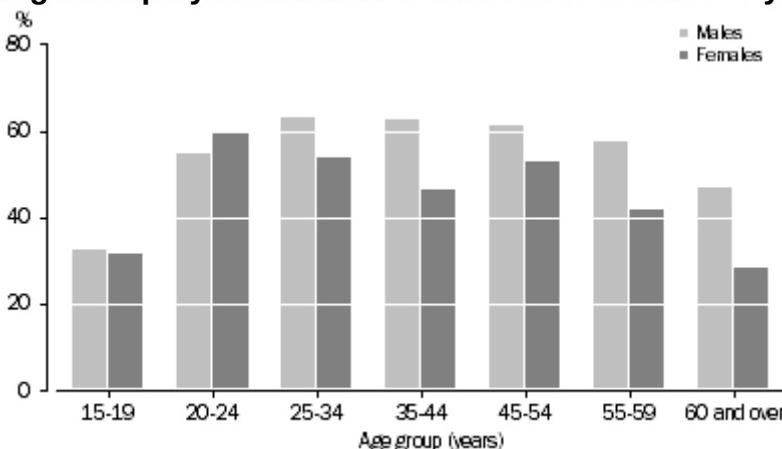
'assistance' industry

- 42% usually worked 35-40 hours and 21% worked 1-19 hours
- 48% were without a non-school qualification and 17% held a Bachelor degree.

In relation to changes in work for these people (from their last employer/business in the previous 12 months to their current employer/business),

- 30% had changed industry Division
- 24% had changed Major occupation group
- 39% had changed usual hours worked.

**Working at February 2008 and with employer/business for less than 12 months,
Changed employer/business in the last 12 months - By age**



Of the 2.3 million people working at February 2008 who had been with their current employer/business for less than 12 months, 1.2 million (55% of men and 48% of women) changed employer/business in the last 12 months. A higher proportion of men in each age group reported a change in employer/business than women, except for those aged 20-24 years (55% of men and 59% of women aged 20-24 years).

For men working with their current employer/business at February 2008 for less than 12 months, the age groups where change in employer/business was most common were 25-34 years and 35-44 years (both 63% of men in each age group). While for women, the age groups where change in employer/business was most common were 20-24 years and 25-34 years (59% and 54% of women in each age group respectively).

Working at February 2008 and have been with their current employer/business for one year or more

There were 8.2 million people who were employed at February 2008 and had been with their current employer/business for one year or more.

The main characteristics for these people were:

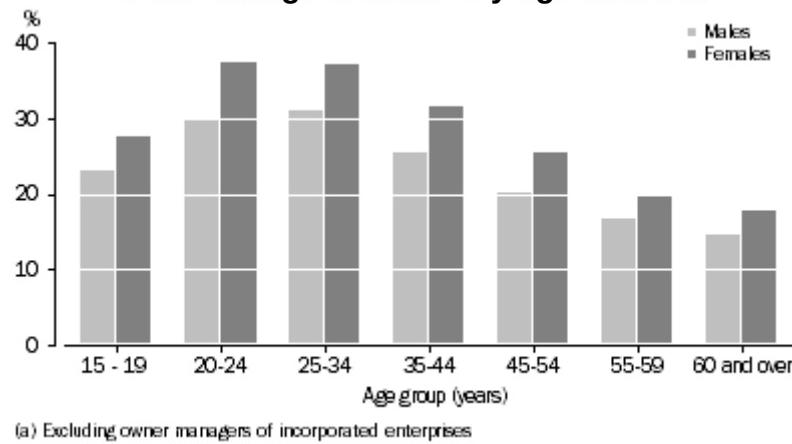
- 25% were aged 45-54 years
- 56% were men
- 22% were Professionals and 16% were Technicians and trades workers
- 11% worked in the 'Health care and social assistance' industry and 11% worked in the 'Retail trade' industry
- 22% usually worked 35-39 hours each week

- 40% were without a non-school qualification
- 18% held a Bachelor Degree and 18% held a Certificate III/IV.

Employees¹ who had a change in work

There were 6.4 million employees¹ working at February 2008 who had been with their current employer for one year or more, 53% were men and 47% were women. More than a quarter (27%) of these people had experienced some change in work in the last 12 months with 3% changing Major occupation group, 13% changing their usual hours worked and 18% being promoted and/or transferred.

Employees(a) working at February 2008 and with employer for one year or more, Some change in work - By age and sex



Of the 6.4 million employees¹ who had been with their current employer for one year or more, 25% of men and 30% of women experienced some change in work with their current employer/business in the last 12 months. The age groups with the highest proportion of people who reported a change in work were those aged 25-34 years (31% of men and 37% of women) followed by those in the 20-24 year age group (30% of men and 37% of women). The occupation groups with the highest proportion of people who reported a change in work were Professionals and Managers (both 33% in each Major occupation group) whilst the least common were Labourers and Machinery operators (both 18% in each Major occupation group).

Owner managers who had a change in work

There were 1.8 million owner managers (including contributing family workers) aged 15 years and over who were working at February 2008 and had been working in their current business for one year or more. About 13% (11% of men and 15% of women) had changed the usual hours they worked during the 12 months to February 2008.

PERSONS WORKING AT FEBRUARY 2007 AND AT FEBRUARY 2008

There were 9.4 million people who were working at February 2007 and February 2008, of which 1.2 million (13%) had worked for less than 12 months with their current employer/business at February 2008 and 8.2 million (87%) had worked for their current employer/business at February 2008 for one year or more.

END NOTES

1.Excludes owner managers of incorporated enterprises (OMIEs)

Conceptual Framework

CONCEPTUAL FRAMEWORK

LABOUR MOBILITY

The following diagram illustrates the conceptual framework for the 2008 Labour Mobility Survey. People aged 15 years and over were classified according to the duration of their employment with their employer/business at February 2008 into two key groups:

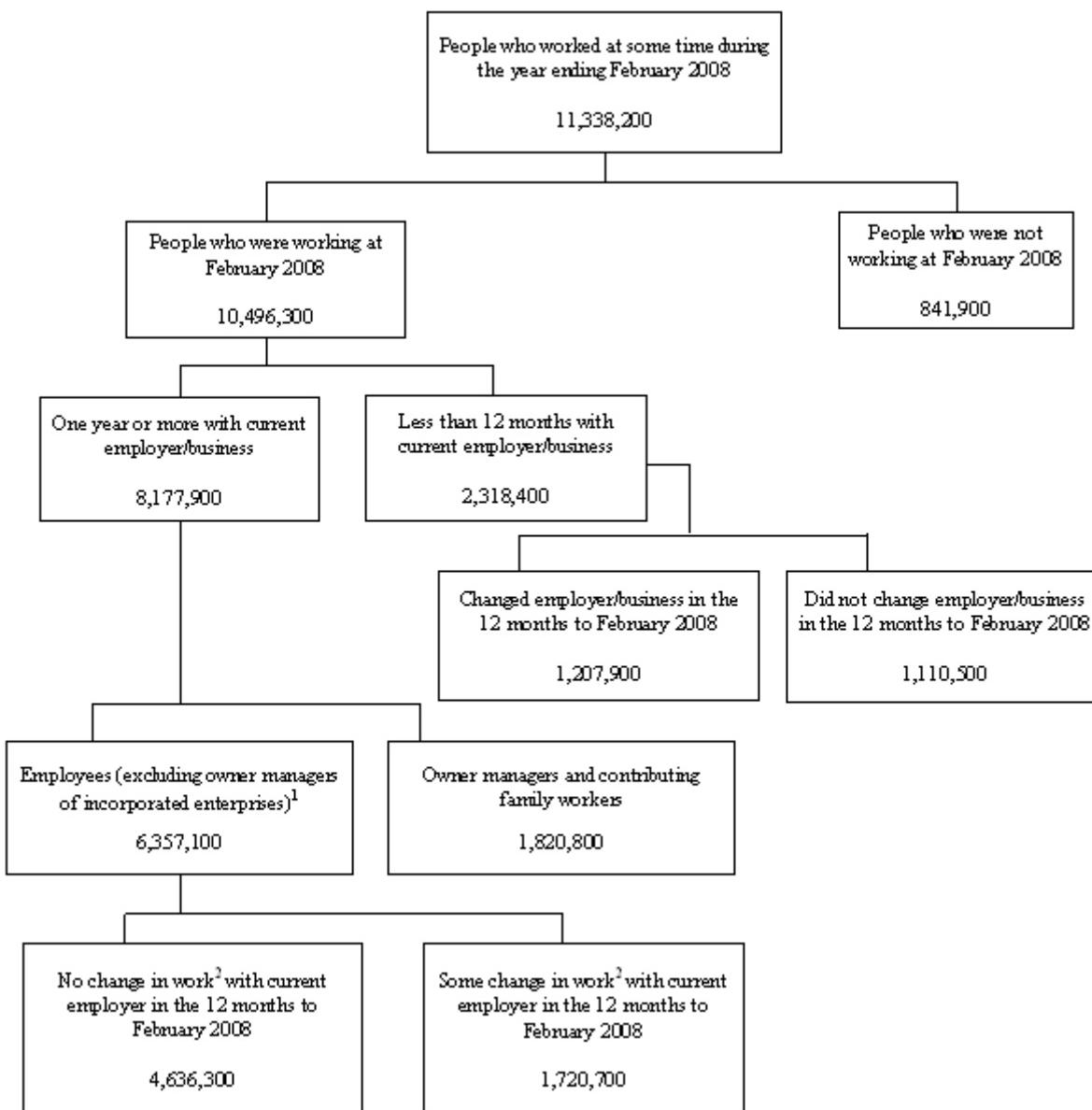
- those who had been with their current employer/business for less than 12 months
- those who had been with their current employer/business for one year or more.

People who at February 2008, had worked with their current employer/business for less than 12 months, were asked whether they had changed their employer/business in the previous 12 months. Those who had changed employer/business were then asked if they had changed their occupation, industry, usual hours worked or employment type between their last and current employer/business.

Those who had not changed their employer/business in the 12 months to February 2008 consists of people who were working with their employer/business at February 2008 for less than 12 months and reported they had not changed, and those people who had worked with their employer/business at February 2008 for one year or more. Information about the latter group are presented separately.

Employees (excluding owner managers of incorporated enterprises)¹ who at February 2008, had worked for their current employer/business for one year or more were asked whether they had been promoted, transferred to a different position, changed occupation, or changed usual hours worked in the 12 months to February 2008. Employees (excluding owner managers of incorporated enterprises)¹ who reported any of these changes were considered to have had some change in work in the 12 months to February 2008.

Information was also collected from people who were not working at February 2008 who had ceased a job in the previous 12 months.



END NOTES

1. Refer to the Glossary under 'Employment type'.
2. Either promoted, transferred to a different position, changed usual hours worked or changed occupation. Refer to the Glossary for the definition of 'Change in work'.

About this Release

Provides information about people aged 15 years and over who had worked at some time during the year ending February. Details of changes in jobs between employers/businesses for up to three jobs, and for those people, who have been with their employer/business for the last 12 months, the changes in their job including promotion, transfer, changes in occupation and usual hours worked. Estimates can be cross-classified by demographics such as state, sex, age, marital status and country of birth, as well as labour force characteristics.

Explanatory Notes

Explanatory Notes

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Labour Mobility Survey that was conducted throughout Australia in February 2008 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

2 The publication **Labour Force, Australia** (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also apply to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing relevant to both the monthly LFS and supplementary surveys.

CONCEPTS, SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

SCOPE

4 The scope of the LFS was restricted to people aged 15 years and over and excludes the following people:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from the census and estimated population counts
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants).

5 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded approximately 120,000 people living in very remote parts of Australia who would otherwise have been within the scope of the survey. The exclusion of these people will have only a minor impact on any aggregate estimates that are produced for individual states and territories, except the Northern Territory where such people account

for around 23% of the population.

COVERAGE

7 The estimates in this publication relate to people covered by the survey in February 2008. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See [Labour Force, Australia](#) (cat. no. 6202.0) for more details.

SAMPLE SIZE

8 Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

9 The initial sample for the February 2008 LFS consisted of 39,176 private dwelling households and special dwelling units. Of the 31,671 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), approximately 30,219 or 95.4% were fully responding to the Labour Mobility Survey. The number of completed interviews obtained from these private dwelling households and special dwelling units (after taking into account scope, coverage and sub-sampling exclusions) was 34,167.

RELIABILITY OF THE ESTIMATES

10 Estimates in this publication are subject to sampling and non-sampling errors:

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information see the Technical Note.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and effective processing procedures.

SEASONAL FACTORS

11 The estimates are based on information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

12 Country of birth data are classified according to the [Standard Australian Classification of Countries \(SACC\), 1998](#) (cat. no. 1269.0).

13 From 2008, occupation data are classified according to the [ANZSCO - Australian and](#)

New Zealand Standard Classification of Occupations First Edition, 2006 (cat. no. 1220.0). The new classification replaces **ASCO - Australian Standard Classification of Occupations Second Edition, 1997** (cat. no. 1220.0). Data classified according to ASCO can be obtained on request.

14 From 2008, industry data are classified according to the **Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006** (cat. no. 1292.0). The new classification replaces **Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993** (cat. no. 1292.0). Data classified according to ANZSIC 1993 can be obtained on request.

15 Educational attainment data are classified according to **Australian Standard Classification of Education (ASCED)** (cat. no. 1272.0).

COMPARABILITY OF TIME SERIES

16 Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 2004 to take account of the results of the 2001 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 2004 are therefore based on the revised population benchmarks.

17 The scope of the Labour Mobility Survey was expanded in February 2006 to include all people aged 15 years and over. In this issue, Table 1 has been revised to present the new time series for 2006 and 2008. A new table, Table 12, has been introduced to continue the time series for persons aged 15-69 years, the basis of surveys prior to 2006.

18 The introduction of ANZSCO First Edition and ANZSIC 2006 have meant that data relating to change in occupation and industry are not comparable with previous years. Consequently, time series data for 'Whether changed occupation (last to current employer/business)' and 'Whether changed industry (last to current employer/business)' have been removed from Table 1 and Table 12. In previous issues Table 2 presented time series data for 'Duration with current employer/business'. This information is now presented in Table 1. Users need to exercise care when comparing estimates from 2008 with previous years data.

19 The following table compares 'Whether changed Major occupation group (last to current employer/business)' classified by ANZSCO First Edition 2006 and ASCO Second Edition 1997. The differences between the two classifications are demonstrated, for example, by the number of people who were categorised as both 'Same occupation' under ANZSCO First Edition and 'Changed occupation' under ASCO Second Edition.

Persons who were working at February 2008, Change in Major occupation group (last to current employer/business)

	Whether changed Major occupation group (ASCO Second Edition)		
	Same occupation '000	Changed occupation '000	Total ANZSCO '000
Whether changed Major occupation group (ANZSCO First Edition)			
Same occupation	575.8	74.6	650.3
Changed occupation	45.2	512.4	557.6
Total ASCO	621.0	587.0	1 207.9

20 The following table compares 'Whether changed industry Division (last to current employer/business)' classified by ANZSIC 2006 and ANZSIC 1993. The differences between the two classifications are demonstrated, for example, by the number of people who were categorised as both 'Same industry' under ANZSIC 2006 and 'Changed industry' under ANZSIC 1993.

Persons who were working at February 2008, Change in industry Division (last to current employer/business)

	Whether changed industry Division (ANZSIC 1993)		
	Same industry	Changed industry	Total ANZSIC 2006
	'000	'000	'000
Whether changed industry Division (ANZSIC 2006)			
Same industry	493.5	19.4	513.0
Changed industry	38.1	656.8	695.0
Total ANZSIC 1993	531.6	676.3	1 207.9

21 In 2008, data item 23, 'Whether changed occupation group (with current employer for one year or more)' is derived and output based on change at Major and Minor occupation levels. In previous years, this was derived and output based on change at any level. The following table compares estimates for data items 23a and 23b with how data item 23 was derived in 2006.

Employees (excluding OMIEs) who had been with their current employer for one year or more, Whether changed occupation group-comparison of 2008 and 2006 methods

	2008 data item 23A	2008 data item 23B	2008 using the 2006 method (any level)
	Major level	Minor level	
	'000	'000	'000
Whether changed occupation group (with current employer for one year or more)			
Same occupation	6 174.8	6 102.7	5 990.1
Changed occupation	182.2	254.3	366.9
Total	6 357.1	6 357.1	6 357.1

22 In 2008 and previous years, other data items relating to change in occupation and change in industry are derived and output based on change in Major occupation group and change in industry Division. Data item labels have been amended in 2008 to reflect this.

COMPARABILITY WITH MONTHLY LFS STATISTICS

23 Due to differences in the scope and sample size of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

PREVIOUS SURVEYS

24 Similar surveys were conducted in November 1972, February 1975, February 1976 and annually from February 1979 to February 1992. Since then it has been conducted biennially. Results were published in Labour Mobility, Australia (cat. no. 6209.0).

PREVIOUS REVISIONS TO HISTORICAL DATA

25 Historical estimates of the number and proportion of people who were job mobile for the periods 1990 to 1996 were revised in the 1998 publication. Previously published estimates for reference periods from 1990 to 1996 will still contain incorrectly derived data. If you require further information about these revisions, please contact the National Information Referral Service on 1300 135 070 or the Labour Market Section on (02) 6252 7206.

NEXT SURVEY

26 The ABS plans to conduct this survey again in February 2010.

ACKNOWLEDGEMENT

27 ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the **Census and Statistics Act 1905**.

RELATED PUBLICATIONS

28 Other ABS publications which may be of interest include:

- Australian Labour Market Statistics (cat. no. 6105.0)
- Labour Force, Australia (cat. no. 6202.0)
- Labour Force Experience, Australia (cat. no. 6206.0)
- Persons Not in the Labour Force, Australia (cat. no. 6220.0)
- Job Search Experience, Australia (cat. no. 6222.0)
- Underemployed Workers, Australia (cat. no. 6265.0)

29 Current publications and other products released by the ABS are available from the Statistics Page on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

Glossary

GLOSSARY

Ceased a job

Left a job voluntarily (see 'Job leavers') or involuntarily (see 'Job losers').

Change in employer/business

People who were employed at February 2008 and, within the 12 months to February 2008, ceased working with one employer/business and started working with another employer/business in relation to their main job.

Change in employment type

Any change in employment type in relation to main job.

Change in industry Division

Any change between industry Divisions as classified by the Australian and New Zealand Standard Industrial Classification (ANZSIC), Second Edition, 2006 (cat. no. 1292.0).

Change in industry Subdivision

Any change between industry Subdivisions as classified by the Australian and New Zealand Standard Industrial Classification (ANZSIC), Second Edition, 2006 (cat. no. 1292.0).

Change in Major occupation group

Any change between Major occupation groups as classified by the Australian and New Zealand Standard Classification of Occupations, (ANZSCO), First Edition, 2006 (cat. no. 1220.0).

Change in Minor occupation group

Any change between Minor occupation groups as classified by the Australian and New Zealand Standard Classification of Occupations, (ANZSCO), First Edition, 2006 (cat. no. 1220.0).

Change in usual hours

Any change in the number of usual hours worked in relation to main job.

Change in work

Employees (excluding owner managers of incorporated enterprises) were considered to have had some change in work if they had been with their current employer for one year or more at February 2008 and reported that, in the 12 months to February 2008, they had:

- been promoted
- transferred to a different position
- changed usual hours worked; or
- changed occupation.

Contributing family workers

People who work without pay, in an economic enterprise operated by a relative.

Current employer/business

Refers to the employer/business which the person had in the week before the interview. Where the person had more than one employer/business, the employer/business for which most hours were usually worked, was regarded as the current employer/business.

Did not change employer/business

For this publication, mainly refers to people who were employed at February 2008 for less than 12 months, and did not work with a different employer/business in the previous 12 months. People who were working at February 2008 for one year or more could also be considered to have not changed employer/business, but are not included in data items in this survey.

Different employment type

See 'Change in employment type'.

Different industry

See 'Change in industry'.

Different occupation

See 'Change in occupation'.

Different usual hours worked

See 'Change in usual hours'.

Duration of last job

The period from the commencement of the last job up to the time the person ceased working in that job.

Duration with employer/business at February 2008

The period between the commencement with the current employer/business and the week before the interview.

Employed

People aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
 - away from work for less than four weeks up to the end of the reference week; or
 - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or

- away from work as a standard work or shift arrangement; or
- on strike or locked out; or
- on workers' compensation and expected to return to their job; or
- were employers or own account workers who had a job, business or farm, but were not at work.

Employees

People who work for a public or private employer and receive remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or people who operate their own incorporated enterprise with or without hiring employees.

Employer/business at February 2008

See 'Current employer/business'.

Employers

People who operate their own unincorporated economic enterprise or engage independently in a profession or trade, and hire one or more employees.

Employment type

Classifies employed people according to the following categories on the basis of their main job (that is, the job in which they usually worked the most hours):

- Employees (excluding owner managers of incorporated enterprises)
 - with paid leave entitlements
 - without paid leave entitlements
- Owner managers of incorporated enterprises
- Owner managers of unincorporated enterprises
- Contributing family workers.

Industry

An industry is a group of businesses or organisations that undertake similar economic activities to produce both goods and services. In this publication, industry refers to ANZSIC Division as classified according to the [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), Second Edition, 2006](#) (cat. no. 1292.0).

Job leavers

People who ceased a job voluntarily, because:

- of unsatisfactory work arrangements/pay/hours; or
- the job was seasonal, temporary or a holiday job and they left that job to return to studies; or
- they retired, started a new business, got a better job, left for family reasons.

Job losers

People who ceased a job involuntarily, because:

- they were retrenched or their business closed down because of financial difficulties; or
- the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or
- they left their job because of their own ill health or injury.

Last job

The last job in which employment ceased during the reference period.

Level of highest educational attainment

Level of highest educational attainment identifies the highest achievement a person has attained in any area of study. It is not a measurement of the relative importance of different fields of study but a ranking of qualifications and other educational attainments regardless of the particular area of study or the type of institution in which the study was undertaken. See Appendix 1 for an explanation of how highest level is derived.

Level of highest non-school qualification

Non-school qualifications are awarded for educational attainments other than those of pre-primary, primary or secondary education. They include qualifications at the Post Graduate Degree level, Master Degree level, Graduate Diploma and Graduate Certificate level, Bachelor Degree level, Advanced Diploma and Diploma level, and Certificates I, II, III and IV levels. Non-school qualifications may be attained concurrently with school qualifications.

Main English-speaking countries

The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.

Main job

The job in which the most hours were usually worked.

Not employed

People who were either 'unemployed' or 'not in the labour force' as defined.

Not in the labour force

People who were not in the categories 'employed' or 'unemployed' as defined.

Not working at February 2008

See 'Not Employed'.

Occupation

An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication occupation refers to Major Group as defined by **ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, 2006** (cat.no.1220.0).

Own account workers

People who operated their own unincorporated economic enterprise or engaged independently in a profession or trade, and hired no employees.

Owner managers

People who work in their own business, with or without employees, whether or not the business is an incorporated enterprise. Comprises owner managers of incorporated enterprises and owner managers of unincorporated enterprises.

Owner managers of incorporated enterprises (OMIE)

People who worked in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These people are classified as employees under 'status in employment'.

Owner managers of unincorporated enterprises

People who operated their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These people are classified as employers under 'status in employment' if their business has employees, or own account workers if it does not.

Previous job

See 'Last job'.

Promoted

A permanent increase in wage or salary and an increase in responsibility or complexity of work. Temporary promotions, acting and temporary higher duties are excluded.

Reference period

The 52 weeks up to the end of the week prior to interview.

Reference week

The week preceding the week in which the interview was conducted.

Retrenched

People who ceased their last job because they were either:

- employees who were laid off, including no work available, made redundant, employer went out of business or dismissed; and
- self employed people whose business closed down for economic reasons, including

'went broke', liquidated, no work, or no supply or demand.

Status in employment

Employed people classified by whether they were employees, employers, own account workers, or contributing family workers.

Transferred

A change of position without a change in either the level of responsibility or wages or salary. Both employer-initiated and employee-initiated transfers are included.

Unemployed

People aged 15 years and over who were not employed during the reference week, and:

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week, or
- were waiting to start a new job within four weeks from the end of the reference week, and could have started in the reference week if the job had been available then.

Usual hours worked

The number of hours usually worked.

With paid leave entitlements

The entitlement of employees (excluding OMIEs) to either paid holiday leave or paid sick leave (or both) in their current job. People employed in their own business or who were contributing family workers were not asked questions about paid leave entitlements.

Without paid leave entitlements

Employees (excluding OMIEs) who were not entitled to paid holiday leave and paid sick leave, or did not know whether they were entitled to paid sick leave and paid holiday leave in their current job.

Worked at some time during the year ending February 2008

For practical reasons it was not possible to include all of the questions from the Labour Force Survey for previous periods. People who were either currently employed, or reported having worked for an employer or in their own business at some time in the previous year, were defined as having worked at some time during the year ending February 2008.

Working at February 2007

For practical reasons it was not possible to include all of the questions from the Labour Force Survey for previous periods. Therefore, people who reported that they had a job or business one year ago were defined as working at February 2007.

Working at February 2008

See 'Employed'.

Abbreviations

ABBREVIATIONS

The following symbols and abbreviations are used in this publication:

ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCED	Australian Standard Classification of Education
ASCO	Australian Standard Classification of Occupations
LFS	Labour Force Survey
OMIE	owner manager of incorporated enterprise
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

Classification of education (Appendix)

APPENDIX 1 CLASSIFICATION OF EDUCATION

CLASSIFICATION OF EDUCATION

In 2001, the **ABS Classification of Qualifications (ABSCQ)** (cat. no. 1262.0) was replaced by the **Australian Standard Classification of Education (ASCED)** (cat. no. 1272.0). The ASCED is a national standard classification which can be applied to all sectors of the Australian education system including schools, vocational education and training and higher education. ASCED replaces a number of classifications previously used in administrative and statistical systems, including the ABSCQ. The ASCED comprises two classifications: Level of Education and Field of Education.

Level of Highest Educational Attainment can be derived from information on Highest Year of School Completed and Level of Highest Non-school Qualification. The derivation process determines which of the 'non-school' or 'school' attainments will be regarded as the highest. Usually the higher ranking attainment will be self-evident, but in some cases some Secondary Education is regarded, for the purposes of obtaining a single measure, as higher than some Certificate level attainments.

The following decision table is used to determine which of the responses to questions on Highest Year of School Completed (coded to ASCED Broad Level 6) and Level of Highest Non-school Qualification (coded to ASCED Broad Level 5) will be regarded as the highest. It is emphasised that this table was designed for the purpose of obtaining a single value for the output variable Level of Highest Educational Attainment and is not intended to convey any other order.

Decision Table: Level of Highest Educational Attainment							
ASCED LEVEL OF EDUCATION CODES	Certificate n.f.d. (500)	Certificate III or IV n.f.d. (510)	Certificate IV (511)	Certificate III (514)	Certificate I or II n.f.d. (520)	Certificate II (521)	Certificate I (524)
Secondary Education n.f.d. (600)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Senior Secondary Education n.f.d. (610)	Senior Secondary n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Senior Secondary n.f.d.	Senior Secondary n.f.d.	Senior Secondary n.f.d.
Year 12 (611)	Year 12	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 12	Year 12	Year 12
Year 11 (613)	Year 11	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 11	Year 11	Year 11
Junior Secondary Education n.f.d. (620)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 10 (621)	Year 10	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 10	Certificate II	Year 10
Year 9 (622)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 8 (623)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 7 (624)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I

The decision table is used to rank the information provided in a survey about the qualifications and attainments of a single individual. It does not represent any basis for comparison between differing qualifications. For example, a person whose Highest Year of School Completed was Year 12, and whose Level of Highest Non-school Qualification was a Certificate III, would have those responses crosschecked on the decision table and would as a result have their Level of Highest Educational Attainment output as Certificate III. However, if the same person answered 'Certificate' to the highest non-school qualification question, without offering any further detail, it would be crosschecked against Year 12 on the decision table as 'Certificate not further defined'. The output would then be 'Year 12'. The decision table, therefore, does not necessarily imply that one qualification is 'higher' than the other.

Populations and data items list (Appendix)

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Labour Mobility Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates.

For more information about ABS data available on request, contact Evelyne Degryse on Canberra (02) 6252 7822, or by facsimile on (02) 6252 5066, or by email to <evelyne.degryse@abs.gov.au>.

Population 1:

Persons who worked at some time during the year ending February 2008.

Population 2:

Persons who were working at February 2008.

Population 3:

Employees (excluding owner managers of incorporated enterprises) who had worked with their current employer for one year or more.

Population 4:

Persons who ceased a job during the year ending February 2008.

Population 5:

Persons who ceased a job during the year ending February 2008 and were working at February 2008.

Population 6:

Persons who were working at February 2007.

Population 7:

Persons who were working at February 2007 and at February 2008.

Population 8:

Persons who had worked with their employer/business at February 2008 for one year or more.

Population 9:

Employees (excluding owner managers of incorporated enterprises) at February 2008 with paid leave entitlements.

Population 10:

Employees (excluding owner managers of incorporated enterprises) at February 2008 without paid leave entitlements.

Data Items	Populations
1 State or territory of usual residence	All
New South Wales	
Victoria	
Queensland	
South Australia	
Western Australia	
Tasmania	
Northern Territory	
Australian Capital Territory	
2 Area of usual residence	All
State capital city	
Balance of state/territory	
3 Region of usual residence	All
Standard labour force dissemination regions	
4 Sex	All
Males	
Females	
5 Marital status	All
Married	
Not married	
6 Relationship in household	All
Family member	
Husband, wife or partner	
With dependents	
Without dependents	
Lone parent	
With dependents	
Without dependents	
Dependent student	
Non-dependent child	
Other related individual	
Non-family member	
Lone person	
Not living alone	
Relationship not determined	
7A Country of birth and period of arrival	All
Born in Australia	
Born overseas	
Arrived before 1971	
Arrived 1971 - 1980	
Arrived 1981 - 1990	
Arrived 1991 - 2000	
Arrived 2001 to survey date	
7B Country of birth (1)	All
Born in Australia	
Born overseas	
Born in main English-speaking countries	
Born in other than main English-speaking countries	
7C Country of birth (2)	All
Born in Australia	
Born overseas	
Oceania and Antarctica	
North-West Europe	
Southern and Eastern Europe	
North Africa and the Middle East	
South-East Asia	

	North-East Asia Southern and Central Asia Americas Sub-Saharan Africa	
8	Age group (years)	All
	15-19	
	20-24	
	25-34	
	35-44	
	45-54	
	55-59	
	60-64	
	65 and over	
	Note: Age collected in single years.	
9	Level of highest educational attainment	All
	Postgraduate Degree	
	Graduate Diploma/Graduate Certificate	
	Bachelor Degree	
	Advanced Diploma/Diploma	
	Certificate III/IV	
	Certificate I/II	
	Certificate not further defined	
	Year 12	
	Year 11	
	Year 10 or below	
	Level not determined	
	No educational attainment	
10A	Level of highest non-school qualification	All
	With a non-school qualification	
	Postgraduate Degree	
	Graduate Diploma/Graduate Certificate	
	Bachelor Degree	
	Advanced Diploma/Diploma	
	Certificate III/IV	
	Certificate I/II	
	Certificate not further defined	
	Level not determined	
	Without a non-school qualification	
10B	Highest year of school completed	All
	Year 12	
	Year 11	
	Year 10	
	Year 9	
	Year 8 or below	
	Never attended school	
11	Labour force status at February 2008	All
	Employed	
	Unemployed	
	Not in the labour force	
12	Number of employers or businesses in the last 12 months	All
	One	
	Two	
	Three	
	Four or more	
13A	Change of employer/business	4,5
	Changed employer/business in the last 12 months	
	1 change in employer/business	
	2 changes in employer/business	
	3 or more changes in employer/business	
	Did not change employer/business in the last 12 months	
	Currently not employed	
13B	Change in work	3,8
	Same employer for one year or more	
	Employees (excluding OMIEs) with some change in work	
	Employees (excluding OMIEs) with no change in work	

	Owner managers and contributing family workers	
14	Whether changed employer/business in the last 12 months	4,5
	Changed employer/business	
	Did not change employer/business	
	Currently not employed	

Data Items		Populations
15	Whether working at February 2008	All
	Working	
	Not working	
16	Status in employment at February 2008	2,5,7,8
	Employees	
	Employers	
	Own account workers	
	Contributing family workers	
17	Full-time or part-time status at February 2008	2,3,5,7-10
	Full-time workers	
	Part-time workers	
18	Usual hours worked at February 2008	2,3,5,7-10
	1-19	
	20-29	
	30-34	
	35-39	
	40	
	41-44	
	45-48	
	49 or more	
	Less than 1 hour or no hours worked	
	Note: Collected in single hours.	
19	Employment type at February 2008	2,3,5,7-10
	Employees (excluding OMIEs)	
	With paid leave entitlements	
	Without paid leave entitlements	
	Owner managers of incorporated enterprises	
	Owner managers of unincorporated enterprises	
	Contributing family workers	
20A	Duration with employer/business at February 2008 (1)	2,3,5,7-10
	Under 12 months	
	Under 3 months	
	3 and under 6 months	
	6 and under 12 months	
	1 and under 2 years	
	2 and under 3 years	
	3 and under 5 years	
	5 and under 10 years	
	10 and under 20 years	
	20 years and over	
20B	Duration with employer/business at February 2008 (2)	2,3,5,7-10
	Less than 12 months with current employer/business	
	One year or more with current employer/business	
21	Occupation at February 2008(a)	2,3,5,7-10
	Managers	
	Professionals	
	Technicians and trades workers	
	Community and personal service workers	
	Clerical and administrative workers	
	Sales workers	
	Machinery operators and drivers	
	Labourers	
22	Industry at February 2008(b)	2,3,5,7-10

	Agriculture, forestry and fishing	
	Mining	
	Manufacturing	
	Electricity, gas, water and waste services	
	Construction	
	Wholesale trade	
	Retail trade	
	Accommodation and food services	
	Transport, postal and warehousing	
	Information media and telecommunications	
	Financial and insurance services	
	Rental, hiring and real estate services	
	Professional, scientific and technical services	
	Administrative and support services	
	Public administration and safety	
	Education and training	
	Health care and social assistance	
	Arts and recreation services	
	Other services	
23A	Whether changed Major occupation group (with current employer for one year or more)(a)	3
	Same occupation	
	Changed occupation	
23B	Whether changed Minor occupation group (with current employer for one year or more)(a)	3
	Same occupation	
	Changed occupation	
24	Previous occupation with current employer/business(a)	3
	Managers	
	Professionals	
	Technicians and trades workers	
	Community and personal service workers	
	Clerical and administrative workers	
	Sales workers	
	Machinery operators and drivers	
	Labourers	
25A	Whether changed usual hours worked with current employer/business in the last 12 months - Employees (excluding OMIEs)	3
	Same usual hours worked	
	Changed usual hours worked	
	Changed hours still full-time	
	Changed hours still part-time	
	Full-time to part-time	
	Part-time to full-time	
	Did not know or usual hours worked varied	
25B	Whether changed usual hours worked with current employer/business in the last 12 months - Owner managers and contributing family workers	8
	Same usual hours worked	
	Changed usual hours worked	
	Changed hours still full-time	
	Changed hours still part-time	
	Full-time to part-time	
	Part-time to full-time	
	Did not know or usual hours worked varied	
	Not applicable (Employees excluding OMIES)	
26	Previous usual hours worked with current employer/business	3,8
	1-19	
	20-29	
	30-34	
	35-39	
	40	
	41-44	
	45-48	
	49 or more	
	Less than 1 hour or no hours worked	
	Note: Collected in single hours.	
27	Whether entitled to paid sick leave at February 2008	3,9,10

Entitled to paid sick leave	
Not entitled to paid sick leave	
Did not know	
28 Whether entitled to paid holiday leave at February 2008	3,9,10
Entitled to paid holiday leave	
Not entitled to paid holiday leave	
Did not know	
29 Whether had paid leave entitlements at February 2008	3,9,10
Had paid leave entitlements	
Did not have paid leave entitlements	
30 Whether promoted with current employer in the last 12 months	3
Promoted	
Not promoted	
31 Whether transferred with current employer in the last 12 months	3
Transferred	
Not transferred	
32 Whether promoted and/or transferred with current employer in the last 12 months	3
Promoted and/or transferred	
Promoted only	
Transferred only	
Promoted and transferred	
Not promoted or transferred	
33 Reason for ceasing last job	4,5
Job losers	
Retrenched, made redundant, employer went out of business, dismissed, no work was available	
Job was temporary or seasonal	
Own ill health or injury	
Job leavers	
Unsatisfactory work conditions	
Holiday job, returned to studies	
Retired	
New business, better job, family or other reasons	
Business closed or sold for other reasons	
34 Usual hours worked in last job	4,5
1-19	
20-29	
30-34	
35-39	
40	
41-44	
45-48	
49 or more	
Less than 1 hour or no hours worked	
Note: Collected in single hours.	
35 Employment type in last job	4,5
Employees (excluding OMIEs)	
With paid leave entitlements	
Without paid leave entitlements	
Owner managers of incorporated enterprises	
Owner managers of unincorporated enterprises	
Contributing family workers	
36 Duration of last job	4,5
Under 12 months	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1 and under 2 years	
2 and under 3 years	
3 and under 5 years	
5 and under 10 years	
10 and under 20 years	
20 years and over	
37 When began last job	4,5

Began last job more than one year ago	
Began and ceased a job in the last 12 months	
38A Whether changed Major occupation group (last to current employer/business)(a)	5
Same occupation	
Changed occupation	
38B Whether changed Minor occupation group (last to current employer/business)(a)	5
Same occupation	
Changed occupation	
39A Whether changed industry Division (last to current employer/business)(b)	5
Same industry	
Changed industry	
39B Whether changed industry Subdivision (last to current employer/business)(b)	5
Same industry	
Changed industry	
40 Whether changed employment type (last to current employer/business)	5
Same employment type	
Changed employment type	
41 Whether changed usual hours worked (last to current employer/business)	5
Same usual hours worked	
Changed usual hours worked	
42 Occupation of last job(a)	4,5
Managers	
Professionals	
Technicians and trades workers	
Community and personal service workers	
Clerical and administrative workers	
Sales workers	
Machinery operators and drivers	
Labourers	
43 Industry of last job(b)	4,5
Agriculture, forestry and fishing	
Mining	
Manufacturing	
Electricity, gas, water and waste services	
Construction	
Wholesale trade	
Retail trade	
Accommodation and food services	
Transport, postal and warehousing	
Information media and telecommunications	
Financial and insurance services	
Rental, hiring and real estate services	
Professional, scientific and technical services	
Administrative and support services	
Public administration and safety	
Education and training	
Health care and social assistance	
Arts and recreation services	
Other services	
44 Whether entitled to paid sick leave in last job	4,5
Entitled to paid sick leave	
Not entitled to paid sick leave	
Did not know	
45 Whether entitled to paid holiday leave in last job	4,5
Entitled to paid holiday leave	
Not entitled to paid holiday leave	
Did not know	
46 Whether had paid leave entitlements in last job	4,5
Had paid leave entitlements	
Did not have paid leave entitlements	
47 Whether working at February 2007	All
Working	

	Not working	
48	Usual hours worked at February 2007	3,6-8
	1-19	
	20-29	
	30-34	
	35-39	
	40	
	41-44	
	45-48	
	49 or more	
	Less than 1 hour or no hours worked	
	Note: Collected in single hours.	
49	Employment type at February 2007	3,6-8
	Employees (excluding OMIEs)	
	With paid leave entitlements	
	Without paid leave entitlements	
	Owner managers of incorporated enterprises	
	Owner managers of unincorporated enterprises	
	Contributing family workers	
50A	Whether changed Major occupation group (February 2007 and February 2008)(a)	3,7,8
	Same occupation	
	Different occupation	
50B	Whether changed Minor occupation group (February 2007 and February 2008)(a)	3,7,8
	Same occupation	
	Different occupation	
51A	Whether changed industry Division (February 2007 and February 2008)(b)	3,7,8
	Same industry	
	Different industry	
51B	Whether changed industry Subdivision (February 2007 and February 2008)(b)	3,7,8
	Same industry	
	Different industry	
52	Whether changed employment type (February 2007 and February 2008)	3,7,8
	Same employment type	
	Different employment type	
53	Whether changed usual hours worked (February 2007 and February 2008)	3,7,8
	Same usual hours worked	
	Different usual hours worked	
	Currently not employed	
54	Occupation at February 2007(a)	3,6-8
	Managers	
	Professionals	
	Technicians and trades workers	
	Community and personal service workers	
	Clerical and administrative workers	
	Sales workers	
	Machinery operators and drivers	
	Labourers	
55	Industry at February 2007(b)	3,6-8
	Agriculture, forestry and fishing	
	Mining	
	Manufacturing	
	Electricity, gas, water and waste services	
	Construction	
	Wholesale trade	
	Retail trade	
	Accommodation and food services	
	Transport, postal and warehousing	
	Information media and telecommunications	
	Financial and insurance services	
	Rental, hiring and real estate services	
	Professional, scientific and technical services	
	Administrative and support services	

	Public administration and safety Education and training Health care and social assistance Arts and recreation services Other services	
56	Whether entitled to paid sick leave at February 2007	3,6-8
	Entitled to paid sick leave	
	Not entitled to paid sick leave	
	Did not know	
57	Whether entitled to paid holiday leave at February 2007	3,6-8
	Entitled to paid holiday leave	
	Not entitled to paid holiday leave	
	Did not know	
58	Whether has paid leave entitlements at February 2007	3,6-8
	Had paid leave entitlements	
	Did not have paid leave entitlements	

(a) This data item is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

(b) This data item is classified according to ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

Supplementary surveys (Appendix)

APPENDIX 3 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on particular aspects of the labour force. The following is an historical list of labour surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

		cat. no.	Frequency	Latest issue
Monthly Population Supplementary Surveys				
Child Care, Australia	4402.0	Irregular	June 2005	
Child Employment, Australia	6211.0	Irregular	June 2006	
Education and Work, Australia	6227.0	Annual	May 2007	
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2007	
Forms of Employment, Australia	6359.0	Annual	November 2007	
Job Search Experience, Australia	6222.0	Annual	July 2007	
Labour Force Experience, Australia	6206.0	Biennial	February 2007	
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	Irregular	November 2007	
Labour Mobility, Australia	6209.0	Biennial	February 2008	
Locations of Work, Australia	6275.0	Irregular	November 2005	
Multiple Jobholding, Australia(a)	6216.0	Irregular	August 1997	
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2007	
Underemployed Workers, Australia	6265.0	Annual	September 2007	
Working Time Arrangements, Australia(b)	6342.0	Irregular	November 2006	
Multi-Purpose Household Surveys				
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2006-2007	
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2006-2007	
Work-Related Injuries, Australia	6324.0	Irregular	2005-2006	

(a) Latest data available on request July 2001.

(b) This product replaces the publication **Working Arrangements, Australia** (cat. no. 6342.0).

Quality Declaration - Summary

QUALITY DECLARATION - SUMMARY

INSTITUTIONAL ENVIRONMENT

For information on the institutional environment of the Australian Bureau of Statistics (ABS), including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see [ABS Institutional Environment](#).

RELEVANCE

The Labour Mobility Survey provides detailed information about people aged 15 years and over who, in the 12 months to February of the reference year, had a change in employer/business or had some change in work. While the scope of the survey includes people over the age of 15 years who were working at some time in the 12 months to February 2008, much of the data focuses on people who were working at February 2008.

The survey is the only source of data on labour force mobility over a twelve month period and (in conjunction with the Labour Force Experience Survey) is a major source of data for analysing the dynamic nature of the labour force.

Information is available on whether a person has had a change in employer/business or a change in work in the past 12 months. The types of change collected include change in Major occupation, in industry Division, in employment type or in usual hours worked and whether promoted and/or transferred. Other data collected includes reasons for ceasing last job, whether had paid leave entitlements and demographic characteristics.

TIMELINESS

The Labour Mobility Survey is conducted biennially during February as a supplement to the monthly Labour Force Survey. Results from this survey are released in the publication, [Labour Mobility, Australia](#) (cat. no. 6209.0) eight months after the collection period.

ACCURACY

Estimates from the Labour Mobility Survey are subject to sampling and non-sampling errors. Relative standard error (RSE) is a measure of the size of the sampling error associated with an estimate, i.e. the possible error introduced by basing estimates on a sample of the population rather than the full population. Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data.

The Labour Mobility Survey was designed primarily to provide estimates at the Australia level. Broad estimates are available for state and capital city/balance, though users should exercise caution when using estimates at this level because of the presence of high sampling errors. Prior to 2008, a statistical model was produced that relates the size of estimates to their corresponding RSEs, and this information was displayed via a 'standard errors of estimates' table. The model was available in the Technical Note of the publication, **Labour Mobility, Australia** (cat. no. 6209.0). RSEs for 2008 Labour Mobility Survey estimates are published for the first time in 'direct' form and are released in spreadsheet format as an attachment to **Labour Mobility, Australia** (cat. no. 6209.0).

COHERENCE

The conceptual framework used for this survey is described in **Labour Mobility, Australia** (cat. no. 6209.0). The statistics in this survey are comparable with other labour statistics produced by the ABS.

The ABS conducted the first Labour Mobility Survey in November 1972. Since February 1992 the survey has been conducted biennially.

Key changes made to Labour Mobility Survey include:

- revision of population benchmarks
- changes in the scope of the survey
- revisions made in 2006 and 2008
- new occupation and industry classifications implemented in 2008.

For more information on changes to the survey see **Chapter 21.7 of Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001) or the Explanatory Notes of the publication, **Labour Mobility, Australia** (cat. no. 6209.0).

INTERPRETABILITY

The Labour Mobility publication contains tables with footnoted data and a Summary of Findings to aid interpretation of the results of the survey. Detailed Explanatory Notes, a Technical Note and a Glossary are also included providing information on the terminology, classifications and other technical aspects associated with these statistics.

Further commentary is often available through articles and data published in other ABS products, including:

- **Australian Social Trends** (cat. no. 4102.0) - refer to the **Cumulative List of Articles** for past articles
- **Year Book, Australia** (cat. no. 1301.0) - refer to the 'Labour' chapter.

ACCESSIBILITY

The main product from the survey is a PDF publication, **Labour Mobility, Australia** (cat. no. 6209.0), released electronically via the ABS website. Additional data may be available on request. For a list of data items available see **Appendix 2** of the publication. Note that detailed data can be subject to high relative standard errors, and in some cases, may result in data being confidentialised.

A Basic Confidentialised Unit Record File (CURF) was released for the 2006 Labour Mobility Survey. From 2008, both a Basic and Expanded CURF will be available for Labour Mobility Survey. See [Labour Force Survey and Labour Mobility, Australia: Basic Confidentialised Unit Record File, Technical Manual](#) (cat. no. 6202.0.30.005) for more information.

For further information about these or related statistics, contact the National Information and Referral Centre on 1300 135 070 or the Labour Market Section in Canberra on (02) 6252 7206.

Quality Declaration - Relevance

CHANGED EMPLOYER/BUSINESS

People who were employed at February 2008 and, within the 12 months to February 2008, ceased working with one employer/business and started working with another employer/business in relation to their main job.

CHANGE IN WORK

Employees (excluding owner managers of incorporated enterprises) were considered to have had some change in work if they had been with their current employer for one year or more at February 2008 and, in the 12 months to February 2008, had:

- been promoted
- transferred to a different position
- changed usual hours worked; or
- changed occupation

CHANGE IN MAJOR OCCUPATION GROUP

Any change between Major occupation groups as classified by the [Australian and New Zealand Standard Classification of Occupations, \(ANZSCO\), First Edition, 2006](#) (cat. no. 1220.0).

CHANGE IN INDUSTRY DIVISION

Any change between industry Divisions as classified by the [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), Second Edition, 2006](#) (cat. no. 1292.0).

CHANGE IN EMPLOYMENT TYPE

Any change in employment type in relation to main job.

PROMOTION

A permanent increase in wage or salary and an increase in responsibility or complexity

of work. Temporary promotions, acting and temporary higher duties are excluded.

TRANSFER

A change of position without a change in either the level of responsibility or wages or salary. Both employer-initiated and employee-initiated transfers are included.

Quality Declaration - Accuracy

USE OF DIRECTLY CALCULATED RSEs

RSEs for 2008 Labour Mobility Survey estimates are published for the first time in 'direct' form. Estimates have been calculated for each separate estimate and published individually. The Jackknife method of variance estimation is used for this process, which involves the calculation of 30 'replicate' estimates based on 30 different sub-samples of the original sample. The variability of estimates obtained from these sub samples is used to estimate the sample variability surrounding the main estimate. Previously a statistical model was produced that relates the size of estimates to their corresponding RSEs, and this information was displayed via a 'standard errors of estimates' table.

Quality Declaration - Coherence

Key changes made to Labour Mobility Survey include:

REVISION OF POPULATION BENCHMARKS

Revisions were made to population benchmarks for the Labour Force Survey and supplementary surveys in 2004 to take account of the 2001 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 2004 are based on the revised benchmarks.

CHANGES IN THE SCOPE OF THE SURVEY

The scope of surveys run prior to February 1990 included persons aged 15 years and over. From February 1990 to February 2005 the survey scope excluded all persons aged 70 years and over. The scope was expanded to 15 years and over again in February 2006. Direct comparisons should only be made where the populations are the same.

REVISIONS MADE IN 2006 AND 2008

New data items were introduced from the 2006 survey to provide information on people who had worked with their current employer/business for one year or more, and had changes in the work undertaken with their current employer/business in the last 12 months. These data items included 'Whether promoted or transferred', 'Whether changed usual hours worked' and 'Whether changed occupation'.

Prior to 2006, changes in locality were included as a job change. From 2006, data items that referred to locality, were no longer collected.

From 2008, occupation data are classified according to the [ANZSCO–Australian and New Zealand Standard Classification of Occupations First Edition, 2006](#) (cat. no. 1220.0). The new classification replaces [ASCO–Australian Standard Classification of Occupations Second Edition, 1997](#) (cat. no. 1220.0). Data classified according to ASCO can be obtained on request.

From 2008, industry data are classified according to the [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), 2006](#) (cat. no. 1292.0). The new classification replaces [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), 1993](#) (cat. no. 1292.0). Data classified according to ANZSIC 1993 can be obtained on request.

The introduction of ANZSCO First Edition and ANZSIC 2006 from 2008 have made data relating to change in occupation and industry not comparable with previous years. Consequently, presentation of time series data for 'Whether changed occupation (last to current employer/business)' and 'Whether changed industry (last to current employer/business)' changed in the 2008 publication.

In 2008, amendments were made to 'Whether changed occupation' and 'Whether changed industry' data items to output changes in Major and Minor occupation groups and changes in industry Division or Subdivision.

As a result of these changes, users need to exercise care when comparing the estimates between releases. For further information on these revisions please see the [Explanatory Notes](#) of the relevant [Labour Mobility, Australia](#) (cat. no. 6209.0) publication.

Data quality (Technical Note)

TECHNICAL NOTE DATA QUALITY

INTRODUCTION

1 Since the estimates published in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings (or occupants) was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs.

2 Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

$$\text{RSE\%} = (\text{SE}/\text{estimate}) \times 100$$

3 RSEs for 2008 Labour Mobility Survey estimates are published for the first time in 'direct' form. Previously a statistical model was produced that relates the size of estimates to their corresponding RSEs, and this information was displayed via a 'standard errors of estimates' table. RSEs for Labour Mobility Survey estimates will be calculated for each separate estimate and published individually. The Jackknife method of variance estimation is used for this process, which involves the calculation of 30 'replicate' estimates based on 30 different sub-samples of the original sample. The variability of estimates obtained from these sub-samples is used to estimate the sample variability surrounding the main estimate.

4 Limited publication space does not allow for the separate indication of the SEs and/or RSEs of all the estimates in this publication. However, RSEs for all these estimates are released in spreadsheet format as an attachment to this publication, [Labour Mobility, Australia](#) (cat. no. 6209.0) on the ABS website. As a guide, the population estimates and RSEs for selected data from Table 10 is presented at table T1 in this Technical Note.

5 In the tables in this publication, only estimates (numbers and percentages) with RSEs less than 25% are considered sufficiently reliable for most purposes. However, estimates with larger RSEs have been included and are preceded by an asterisk (e.g. *13.5) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs greater than 50% are preceded by a double asterisk (e.g. **2.1) to indicate that they are considered too unreliable for general use.

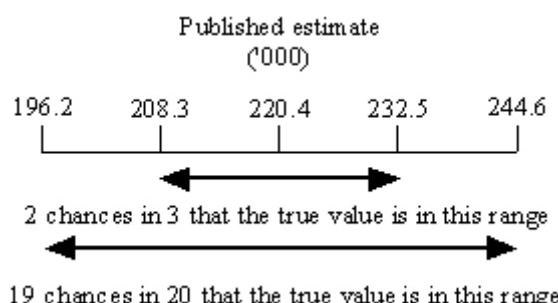
CALCULATION OF STANDARD ERROR

6 The RSEs have been derived using the Jackknife method. SEs can be calculated from the estimates and their corresponding RSEs.

7 An example of the calculation of the SE from an RSE follows. Table T1 shows that there were an estimated 220,400 people who reported their reason for ceasing their last job as 'Job was temporary or seasonal' and their duration of last job was less than 12 months. The RSE for this estimate is 5.5%. The SE is:

$$\begin{aligned} \text{SE of estimate} \\ &= (\text{RSE} / 100) \times \text{estimate} \\ &= 0.055 \times 220,400 \\ &= 12,100 \text{ (rounded to the nearest 100)} \end{aligned}$$

8 Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall within the range 208,300 to 232,500 and about 19 chances in 20 that the value will fall within the range 196,200 to 244,600. This example is illustrated in the following diagram.



PROPORTIONS AND PERCENTAGES

9 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

10 Considering table T1, of the 611,600 people who ceased a job involuntarily during the year ending February 2008, 317,500 or 51.9% gave their main reason as 'Job was temporary or seasonal'. The RSE for 317,500 is 4.1% and the RSE for 611,600 is 2.6%. Applying the above formula, the RSE for the proportion of people who gave their main reason as 'Job was temporary or seasonal' is:

$$RSE = \sqrt{(4.1)^2 - (2.6)^2} = 3.17\%$$

11 Therefore, the SE for the proportion of people who gave their main reason as 'Job was temporary or seasonal' is 1.6 percentage points ($= (51.9/100) \times 3.17$). Therefore, there are about two chances in three that the proportion of persons who gave their main reason for involuntarily ceasing their last job as 'Job was temporary or seasonal' is between 49.1% and 54.7% and 19 chances in 20 that the proportion is within the range 46.3% to 57.5%.

SUM OR DIFFERENCES BETWEEN ESTIMATES

12 Published estimates may also be used to calculate the sum of, or difference between, two survey estimates (of numbers or percentages). Such estimates are also subject to sampling error.

13 The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates ($x-y$) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

14 The sampling error of the sum of two estimates is calculated in a similar way. An approximate SE of the sum of two estimates ($x+y$) may be calculated by the following formula:

$$SE(x+y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

15 An example follows. From paragraph 7 the estimated number of people who gave their main reason for ceasing their last job as 'Job was temporary or seasonal' and their duration of last job was less than 12 months is 220,400 and the SE is 12,100. From table T1, the estimate of people who reported their main reason for ceasing their last job as 'Job was temporary or seasonal' and their duration of last job was '1 year and under 2 years' is 44,900 and the SE is 4,700. The estimate of people who reported their main reason for ceasing their last job as 'Job was temporary or seasonal' and their duration of last job was less than 2 years is:

$$220,400 + 44,900 = 265,300$$

16 The SE of the estimate of people whose duration of last job was less than 2 years and

gave their main reason for ceasing last job as 'Job was temporary or seasonal' is:

$$SE = \sqrt{(12,100)^2 + (4,700)^2}$$

= 13,000 (rounded to the nearest 100)

17 Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall within the range 252,300 to 278,300 and about 19 chances in 20 that the value will fall within the range 239,300 to 291,300.

18 While these formula will only be exact for sums of, or differences between, separate and uncorrelated characteristics or sub-populations, it is expected to provide a good approximation for all sums or differences likely to be of interest in this publication.

SELECTED ESTIMATES AND RELATIVE STANDARD ERRORS

T1 persons who ceased a job involuntarily during the year ending february 2008, Reason for ceasing last job

Duration of last job	REASON FOR CEASING LAST JOB				Total
	Retrenched, employer went out of business	Job was temporary or seasonal	Own ill health or injury		
Person counts					
Under 12 months	'000	89.3	220.4	32.2	341.8
Under 3 months	'000	34.4	132.5	13.1	180.1
3 months and under 6 months	'000	20.6	43.4	*6.9	70.8
6 months and under 12 months	'000	34.3	44.5	12.1	90.9
1 year and under 2 years	'000	32.9	44.9	13.8	91.6
2 years and under 3 years	'000	20.3	18.2	8.7	47.2
3 years and under 5 years	'000	22.9	11.3	10.0	44.2
5 years and under 10 years	'000	16.9	14.0	9.5	40.4
10 years and under 20 years	'000	13.8	*5.2	10.2	29.3
20 years and over	'000	6.5	*3.5	*7.1	17.0
Total	'000	202.6	317.5	91.4	611.6
Relative standard errors of person counts					
Under 12 months	RSE%	6.7	5.5	15.3	3.8
Under 3 months	RSE%	11.9	6.2	20.7	4.9
3 months and under 6 months	RSE%	15.5	8.6	30.5	6.3
6 months and under months	RSE%	9.6	11.7	21.2	7.0
1 year and under 2 years	RSE%	11.7	10.4	17.3	6.9
2 years and under 3 years	RSE%	12.6	15.0	19.1	8.6
3 years and under 5 years	RSE%	14.5	20.1	17.2	9.7
5 years and under 10 years	RSE%	15.1	16.2	21.7	8.8
10 years and under 20 years	RSE%	18.7	27.3	19.7	10.7
20 years and over	RSE%	21.1	41.4	25.9	18.8
Total	RSE%	4.7	4.1	6.9	2.6

* estimate has a relative standard error of 25% to 50% and should be used with caution

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